Frontiers in Health Informatics
ISSN-Online: 2676-7104
www.healthinformaticsjournal.com
2024; Vol 13: Issue 8
Open Access

Education Level And Experience Moderates The Effects Of Gender Discrimination On Employee Compensation At Taizhou Universities

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Cite this paper as: XING SU, Dhakir Abbas Ali (2024). Education Level And Experience Moderates The Effects Of Gender Discrimination On Employee Compensation At Taizhou Universities. *Frontiers in Health Informatics*, *13 (8) 3501-3508*

Abstract

Academic institutions are not immune to the widespread problem of gender discrimination. With an emphasis on the moderating role of education level and years of experience, this research examines the effects of gender discrimination on employee compensation in the setting of Taizhou universities. Staff members from all levels and departments were surveyed to compile the data, which was based on a quantitative techniques approach. The results show that there is a large disparity in compensation between the sexes, with men routinely making more money than women do for doing the same work. A person's degree of education became an important moderator, as it was shown that both men and women benefited financially from greater levels of education. Nonetheless, the gender gap was still quite noticeable, especially among female workers, indicating that prejudices against women exist even among the most educated. It is clear from the research that various interventions are necessary to successfully address wage discrepancies, since gender discrimination, education, and experience all interact in complicated ways. Transparent compensation rules, frequent pay audits, and diversity training and awareness initiatives to promote gender inclusivity in the workplace are some of the suggestions. Taken together, our findings highlight the long-lasting effects of sexism on university staff salaries in Taizhou and the critical need to eradicate institutionalised prejudices if researchers are to attain gender parity in higher education and beyond. Organisations may create a welcoming space for all workers, regardless of gender, by acknowledging and addressing these inequalities.

Keywords: *Gender Discrimination, Employee Payment, Education Level, Years of Experience.*

Introduction

Worldwide, gender prejudice in the workplace is still an issue, affecting things like wage equity, promotion opportunities, and hiring practices. Efforts to eliminate the practice have not been successful. While researchers have come a long way, it is clear how challenging it is to attain true parity in the workplace because women and men continue to face wage disparities. This is an especially concerning issue in schools, where principles of fairness and equality should prevail (Bleiweis & Robin, 2020). Bias based on gender may manifest in many ways, including hiring, promotion, and compensation policies. It is more difficult for women to find employment or advance in their careers due to the prevalence of subtle or blatant gender stereotypes. As a result of this gender gap, women may encounter greater obstacles than men do while attempting to climb the corporate ladder, which might explain why they are under-represented in positions of leadership and other forms of professional progression. Discrimination based on gender is obvious in the workplace when there is a persistent wage gap. Studies show that the gender pay gap remains an issue even after accounting for variables like industry and geography. Rather than being a reflection of women's unique contributions to their jobs, the gender pay gap stems from systemic biases that deny the value of women's labour. A commitment to fair compensation techniques, changes to regulations, and openness about pay structures are all needed to address this issue.

Pay disparity between men and women is very concerning, particularly at institutions of higher learning that claim to promote equality and justice. In their employment practices and course offerings, these institutions should demonstrate a commitment to equity and justice. Still, studies reveal that female professors, even if they have the same degrees and do the same work as their male colleagues, often get less money (Böheim & Gust, 2021).

1. Background

When someone is unfairly or discriminated against because of their gender, this is called gender discrimination. This may show up in a variety of ways, including as unfair recruiting practices, salary gaps, and uneven chances for growth. The gender wage disparity stands out as a clear sign of gender discrimination in the workplace. It represents the gender pay gap, which frequently serves to draw attention to structural biases that give males a financial advantage over women. Because of the intricate academic hierarchies and the nuanced ways in which gender prejudice manifests, it may be especially pervasive in a university setting (Böheim et al., 2021). It is anticipated that universities, as centres of knowledge and advancement, would serve as examples of equity and justice. The goals of inclusion and equality are undermined, however, by the persistence of gender pay gaps and other forms of gender bias in the workplace. The gender gap in the workplace is widespread and is exacerbated by how several firms operate. Human resources policies and procedures may include some of the most egregious forms of sexism in the business world. Human resources decision-making and execution processes impact women's workforce participation, wages, promotion opportunities, and advancement rates. The HR paradigm that we've developed sheds light on how gender inequity in the workplace feeds on itself. As a result of sex bias in the organization's larger structures, procedures, and policies, women experience unfair treatment when it comes to HR decision-making and practice implementation. Academic institutions' principles are undermined by this inequality, which necessitates institutional change to ensure fair treatment of all workers. Organisations should use a holistic approach to confront gender bias directly (Boll et al., 2022).

2. The purpose of the research

The purpose of this research was to put a number on the prevalence of gender bias in the workplace and public sector in the Taizhou University area. The health and education departments of each corporation were chosen at random. This study aimed to examine the effects of gender discrimination on women's work-related stress, motivation, engagement, and satisfaction.

3. Literature Review

There is a widespread problem that continues to afflict the workforce, and that problem is gender discrimination in employment and wages. Women are disproportionately affected by the negative implications of this issue. The objective of this literature study is to explore the problem of discrimination in the workplace that is based on gender, as well as to look at how sexism in the workplace presents itself in institutional contexts. Several factors contribute to the maintenance of pay and employment discrimination against women. These factors include processes, policies, and the sexism of decision-makers (Boxall & Winterton, 2018). There are negative repercussions for people, organisations, and society as a whole on account of this. The implementation of policies that are fair and transparent, the elimination of biases in the processes of recruitment and promotion, and the cultivation of inclusive organisational cultures are all necessary steps in the process of addressing this issue. In this study, which is titled "Gender Discrimination in Employment and Pay: A Review of Literature on the Impact of Processes, Practices, and Decision Makers' Sexism on Employees," additional research is required to investigate effective interventions and strategies to eradicate gender discrimination and promote gender equality in the workforce (Bracke, 2021).

4. Question

- What is the impact of the education level on employee payment in Taizhou universities?

5. Methodology

Research Design: As part of its mixed-methods strategy, the research analysed quantitative data with qualitative

interviews to fill up the gaps in our knowledge. Staff demographics, educational attainment, experience, and compensation details were the primary foci of the quantitative data culled from university records and surveys. Faculty and staff members were interviewed qualitatively to learn about their perspectives on gender discrimination and wage gaps. Quantitative data was analysed using SPSS version 25. To measure the strength and direction of the statistical association, the odds ratio and 95% confidence interval were used. Statistical significance was determined to be present when $p < 0.05$. researchers performed descriptive analysis to acquire a sense for the data's foundations. Quantitative methods are characterised by the use of computing tools to modify data, mathematical, numerical, or statistical analysis of data obtained from polls, questionnaires, and surveys, and objective measurements.

Sampling: Rao-soft software was used to estimate the sample size of 1120, 1350 questionnaires were distributed, 1280 questionnaires were returned, and lastly, 80 questionnaires were rejected owing to incompletion of the questionnaire. 1200 people from China were contacted and surveyed for the study. There were 576 men and 624 females that filled out the 1200 total surveys and interview.

Data and Measurement: A review of the literature indicates that quantitative and qualitative methods have been used in the study. Online surveys distributed via email and social media. Qualitative interviews were conducted with faculty. A questionnaire survey served as the main data collector for the study. There were two sections to the survey: (A) General demographic information and (B) Online & non-online channel factor replies on a 5-point Likert scale. Secondary data was gathered from a variety of sources, with an emphasis on online databases.

Statistical Software: MS-Excel and SPSS 25 were used for Statistical analysis.

Statistical tools: Descriptive analysis was applied to understand the basic nature of the data. A pilot study was conducted with the questionnaire using a group of 20 people The validity and reliability of the data was tested through ANOVA.

i) Conceptual framework

6. Results

6.1 Factor Analysis:

An approach of reducing the number of variables in a model that maximises the amount of variation explained by a smaller set of variables known as components is Principal Components Analysis (PCA). Think about this scenario as an example. Assume for a moment that the researcher is attempting to gauge perseverance using a survey with 25 items. The researcher is aiming to shorten the survey by reducing the amount of questions. Using principal component analysis (PCA) to find and remove duplicate questions might be a suitable way to decrease the number of questions. Consider the case when questions 22 and 25 are almost similar; they pose the same question in various words and formats. In this case, one of these questions is superfluous. Using principal component analysis (PCA), researchers may distil a large set of questions or variables to their essential elements. Commonly, but misleadingly, principal component analysis is known as exploratory factor analysis (EFA). Using the term "factor" in EFA is misleading and unsuitable as the focus is on components rather than factors. PCA is listed or used by various software programs as factor analysis. There are several parallels between exploratory factor analysis and principal component analysis, two methods for reducing variables. The goal of principal component analysis is to find a smaller group of 'fabricated' variables—the 'principal components'—that explain the majority of the variation in the original collection of variables.

Uses for principal component analysis (PCA) are numerous: (a) Previously assessed a large number of variables, say

seven or eight, with each variable being a questionnaire question or statement, with the assumption that some of these variables reflected the same underlying concept, such as depression. Researchers may choose to exclude some variables from a measurement scale (such as a questionnaire) if they find that they are strongly related to one another; on the other hand, they may wish to build a new measurement scale (such as a questionnaire) but aren't sure if all of the variables measure the construct they're interested in (such as depression). To find out whether the construct being measured 'loads' onto all the variables or just a subset of them. This helps to understand if some of the variables chosen aren't representative of the construct the researcher is interested in enough and should be removed from the new measurement scale; (c) if want to see if an existing scale can be shortened to include fewer items, like questions or statements, either because there are already enough items measuring the same construct or because want to make a shorter scale that people are more likely to fill out. A few examples of PCA's widespread applications are these. Confirming the latent component structure for a set of measured variables is the usual usage of component Analysis (FA). In most cases, latent factors cannot be directly assessed; nonetheless, it is believed that they are responsible for the observed scores on the measured or indicator variables. FA is a method that relies on models. Relationship modelling among measurable variables, hidden factors, and error is the main focus.

The Kaiser-Meyer-Olkin (KMO) Test is a measure of how suited the data is for factor analysis. The test measures sampling adequacy for each variable in the model and for the complete model. The statistic is a measure of the proportion of variance among variables that might be common variance. The lower the proportion, the more suited their data is to factor analysis.

KMO returns values between 0 and 1. A rule of thumb for interpreting the statistic:

• KMO values between 0.8 and 1 indicate the sampling is adequate.

• KMO values less than 0.6 indicate the sampling is not adequate and that remedial action should be taken. Some authors put this value at 0.5, so use your judgment for values between 0.5 and 0.6.

• KMO Values close to zero mean that there are large partial correlations compared to the sum of correlations. In other words, there are widespread correlations which are a large problem for factor analysis.

For reference, Kaiser put the following values on the results:

- 0.00 to 0.49 unacceptable.
- 0.50 to 0.59 miserable.
- 0.60 to 0.69 mediocre.
- 0.70 to 0.79 middling.
- 0.80 to 0.89 meritorious.
- 0.90 to 1.00 marvellous.

The first step in factor analysis is to determine if the data has the required characteristics. Data with limited or no correlation between the variables are not appropriate for factor analysis. The researcher uses these criteria to test if the data are suitable for factor analysis: Bartlett and KMO for each variable.

The KMO and Bartlett test evaluate all available data together. A KMO value over 0.5 and a significance level for Bartlett's test below 0.05 suggest there is a substantial correlation in the data. KMO measures can also be calculated for each variable. Values above 0.5 are acceptable.

Table 1: KMO and Bartlett's Test

KMO and Bartlett's Test[a]		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.850
Bartlett's Test of Sphericity	Approx. Chi-Square	4350.175
	df	190
	Sig.	.000
a. Based on correlations		

Ensuring that the data is suitable for factor analysis is the first step in exploratory factor analysis (EFA). In this regard, Kaiser recommended holding factor analysis until a adequacy coefficient off on greater than 0.5 was sample value obtained using the KMO (Kaiser-Meyer-Olkin) indicator. Based on the data utilized in this inquiry, the KMO value is 850. The results of Bartlett's test of sphericity also showed a significant level of 0.00.

7.2 Test for Hypothesis

7.2.1 Dependent Variable

- **Employee Payment**

An integral part of every employment relationship is employee payment, which includes both monetary compensation and non-monetary advantages that workers get from their jobs. Compensation in this category may be either directly, in the form of wages or salary, or indirectly, in the form of incentives, perks, or bonuses. How employees are rewarded has a significant impact on attracting, motivating, and keeping top talent. Paying employees a living salary makes them more invested in their work and increases the likelihood that they stay with the company. These systems are essential for a company's legal and ethical operations since they demonstrate compliance with labour laws, industry standards, and corporate rules (I & Tyus, 2021).

7.2.2 Mediating Variable

- **Years Of Experience**

A person's years of experience are a measure of how long they have been working in a certain profession, sector, or industry. Employers rely on it heavily when trying to gauge a candidate's knowledge, abilities, and preparedness for a particular position. Practical knowledge, problem-solving skills, and understanding of one's job are often considered to increase in proportion to one's years of experience. Factors like work seniority, salary, and career development are often associated with years of experience. A minimal number of years of experience is one example of how it is used as a benchmark by employers to define job credentials. Despite the common belief that more experience equals more competence and output, it's crucial to remember that the quality of one's work history, particularly the breadth and depth of one's duties, maybe just as telling as one's chronological years on the job (Böheim et al., 2021).

7.2.3 Independent Variable

- **Gender Discrimination**

Gender discrimination refers to the practice of treating someone differently only because of their gender. It appears in many settings, including the classroom, the doctor's office, and social gatherings. Women, transgender persons, and those who do not identify with a binary gender are disproportionately impacted by this form of discrimination, which is perpetuated by institutional rules, societal mores, and gender stereotypes (Chainey, 2020).

- **Relationship Between Gender Discrimination with Employee Payment Through Years Of Experience.**

The relationship between gender discrimination, employee payment, and years of experience highlights how biases affect

earnings, even when individuals accumulate significant work experience. Years of experience usually translate to better salaries and greater opportunities for progress in one's work, but discrimination based on gender makes that impossible for women and other oppressed genders. Even when women have the same amount of experience as males, their salaries tend to be lower. The gender wage gap has been there for a while, and it has grown in many instances. Salary increases for women are slower than those for males, who are more likely to earn frequent promotions and raises. The underappreciation of women's efforts is to blame, not a lack of experience, for this discrepancy. There are still obstacles for women to advance to leadership positions and promotions, even when they have a lot of experience. Even if their credentials are on par with men's, gender prejudices may slow women down in the workplace. As a result, women are relegated to middle-level posts while males with less experience are promoted to higher-paying jobs. This problem is made much worse by occupational segregation. Teaching and caring are two examples of lower-paying occupations where women are disproportionately represented and where experience does not always lead to higher salaries. Men, on the other hand, tend to work in higher-paying fields where experience is valued more. Furthermore, women often experience penalties upon their return to work after taking time off to care for family members or themselves. They could find it difficult to get back on track in terms of compensation and advancement opportunities, and their years of expertise might be undervalued. Contrarily, men are statistically less likely to face such obstacles. Women with more years of experience in the workforce still earn less than males, even when they reach the CEO level. This proves that discrimination based on gender impacts salaries across the board, not only in entry- or mid-level jobs (Bracke, 2021).

Based on the above discussion, the researcher formulated the following hypothesis, which was analyse the relationship between gender discrimination and employee payment through years of experience.

"H_{01}: There is no significant relationship between gender discrimination and employee payment through years of experience"

"H_1: There is a significant relationship between gender discrimination and employee payment through years of experience."

Table 2: H_1 ANOVA Test

The outcome is noteworthy in this investigation. F=2355.855 and a p-value of.000 (below the 05 alpha threshold) indicate

ANOVA					
Sum					
	Sum of Squares	**df**	**Mean square**	**F**	**Sig**
Between Groups	39936.307	486	3993.631	2355.855	.000
Within Groups	145.083	713	1.6530		
Total	40081.390	1199			

statistical significance. A rejection of the null hypothesis and acceptance of **"*H_1: There is a significant relationship between gender discrimination and employee payment through years of experience*",** accompany this finding.

7. Discussion

They combed through six of China's most revered management publications for material to include in their analysis. By taking a methodical approach to studying a subset of academics, our study gives researchers from other nations an opportunity to understand the unique ways in which Chinese language literature has advanced HRM research. Next, they discussed the results of our investigation, which revealed many noteworthy methodological and thematic tendencies, and what these trends mean for building a global knowledge community. The breadth of coverage and depth of analysis in

these materials attest to the fact that human resource management in China has seen substantial growth and improvement throughout the last seven years. China is where all of this development and education has taken place. The aforementioned conceptual argument revealed that the major HRM subfields all have quite comparable patterns of development. The development of each pattern started with the introduction of key concepts and theories within the relevant academic field. After that, there were a few exploratory investigations and, finally, testing of more refined models. As a result of sexism in policies, procedures, and decision-making, workers face gender discrimination in hiring and compensation. Researchers from later in 2006 and 2007 compared to those from 2001 and 2002 in terms of theoretical and methodological rigour, discovered that all subdomains had made considerable improvement. Over this time frame, HR professors in China have shown an impressive amount of expertise. At the very While keeping its unique perspective, the management of human resources research in China stays closely tied to mainstream studies. In her address "as president of the International Association for" Chinese Management Research, urged Chinese academics to exercise independent thought when choosing research topics so that their work has a high impact both domestically and internationally. It is commonly believed that academics in China, and Asia more generally, tend to focus on controversial topics such as "hot" topics like gender discrimination in the workplace.

8. Conclusion

To wrap things up, they'd like to provide three main criteria for gauging the quality of research on a global and regional scale. Their rigour and representativeness are two of the characteristics that fall under this category. When something is significant, practical, helpful, and interesting all at once, researchers say that it is relevant. Instead of trying to go ahead of the competition, develop, reproduce, or innovate, the most efficient management of human resources (HR) strategy would be to strive for parity. The degree to which contextual factors including past events, cultural norms, legal frameworks, and institutional frameworks impact the relevance of the events under consideration. Representativeness. The question that arises from the replies is whether they represent real differences "in the management phenomena that" occur in different nations or whether they are just the product of survey methodology. Secondly, from a methodological standpoint, what measures have the writers taken to guarantee equivalency in terms of language, concepts, context, and so on? How many participants filled out the survey, what criteria were used to choose the sample, and how extensive the coverage was? Level of detail. Quality of data, measurement reliability and validity, appropriateness of methodology, and research methods (including design, pretest, administration, interpretation, etc.) must be evaluated. They won't be able to tell how reliable the results are until then. Researchers are delighted to report that the research quality of studies examining human resource management in China is on the rise, based on our evaluation of the topics and methods used in these studies. Researchers have reason to hope because of this result. Researchers in the field of human resource management (HRM) from China have never conducted a comprehensive review of the literature on the topic, but they do believe that the studies published there are becoming more and more in line with one another and with HRM literature from other countries. One such study found that sexism in the workplace manifests itself in wage discrimination and other forms of gender bias in hiring and promotion.

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